

# The Thursday report

## Joint fellowship established between Bank of Montreal and Concordia

*Women encouraged toward academic, business excellence*

by Ken Whittingham

**B**ank of Montreal recently announced the establishment at Concordia University of a fellowship named for the Honourable Pauline Vanier. The \$250,000 bank funding will enable the University to annually award a two-year fellowship of \$20,000. Recipients will be women who have been active in the business world for at least two years, and who are entering Concordia's full-time MBA program.

In announcing the fellowship, Bank of Montreal Chair-

man William D. Mulholland said the Bank had chosen to honour in this very special way Madame Vanier, who became a director of the Bank in 1967. She was, moreover, the first woman to be elected to the board of directors of a Canadian chartered bank.

Mr. Mulholland added that "through this fellowship, the Bank of Montreal seeks to encourage women to aspire to the highest levels in the business world through a combination of practical business experience and academic

excellence."

### Creative approach

William Stinson, Chairman of Concordia University's five-year, \$25-million Capital Campaign, welcomed news of the Bank's contribution. "The Bank of Montreal has adopted a particularly creative approach to furthering the education of women in business, and at the same time supporting universities. Concordia applauds this initiative," Mr. Stinson said.

Concordia University has enjoyed a close association

with the Vanier family. Madame Vanier's late husband, Governor-General Georges P. Vanier, was a graduate of Loyola College, one of Concordia's two founding institutions. The library on the University's West-end (Loyola) campus bears his name.

Due to the approaching application deadline for the 1988-89 academic year, the first fellowship recipient will be selected from qualified Bank of Montreal employees. In following years the fellowship will be awarded through open compe-

tition.

The Master of Business Administration Program at Concordia is part of the University's Faculty of Commerce and Administration. Individuals seeking information about application procedures should contact Rebecca Midgley in the MBA Admissions Office at 848-2717.

Media representatives requesting additional information should contact Public Relations Director Ken Whittingham at 848-4879.



Charles Bélanger (downtown AV) and Paul Hrasko (West-end AV) took these random photographs of Concordia folks just before the holidays. Did you all have restful vacations?



# All signals go for metro stop renaming



Louise Roy (President and General Manager, STCUM - Montreal Urban Community Transit Corporation) made a personal visit to Concordia to help Rector Kenniff ring out the old and greet the new; after two and a half years of lobbying, the Guy metro station has been renamed Guy-Concordia. UQAM also makes it to the map: its adjacent station is called Berri-UQAM.

## OPINION

### To the Editor:

We were dismayed to read in the recently released *Concordia University Annual Report* for 1985-1986 the following passage from p. 4:

"In 1985-1986 the Faculty (of Arts and Science) contributed greatly to the enrichment of the University's research profile. The total of research activities in the Faculty amounted to \$4,155,203."

Surely the Faculty's ability to enrich the University's research profile extends beyond

the acquisition of funding, just as 'total research activities' extend beyond the business of fund raising.

Crude as it is, could we not herald as well the total of publications produced by that Faculty in 1985-86? This would serve to remind us that in many disciplines, research productivity is only very loosely related to funding.

**Ronald Rudin**  
**Robert Tittler**  
Department of History

## Welcome, Mr. Ivanier



Montréal industrialist Paul Ivanier has been appointed to Concordia's Board of Governors. His term runs until June 1988.

The new governor is President and Chief Executive Officer of Ivaco Inc., one of North

# AT A GLANCE

...John Miller from Fine Arts' Painting & Drawing department has two large exhibitions currently underway: *Variation on a Theme (recent paintings 1985-1987) Part I* is on until January 28th at Space 1428 (Muséo-techni), 1428 Overdale, 876-1192. *Part II* is on view at Artlenders (Dan Delaney Gallery), 318 Victoria Avenue in Westmount, 484-4691, also till the end of the month. Professor Miller has shown at the National Gallery in Ottawa, is represented in the Canada Council Art Bank and is known for large mosaic murals, notably in the Court House in Regina, Saskatchewan, at the Catholic Centre of the Cathedral in Saskatoon and in the Grand Hall of the Legislative Building in Lincoln, Nebraska. There he designed and installed a massive mural titled "The Coming of the Railroad" for the commemoration of Nebraska's Centenary of Statehood, a commission won by international competition...

...Sociology & Anthropology's Julio Tresierra has been busy. In the fall he presented a paper "Europa and Indo-America: 500 Years Later" to the Norwegian Association of Historians at the University of Oslo; he participated in a Peace Studies and Dimensions of Conflict seminar at the International Peace Research Institute in Oslo under the direction of Professor Johan Galtung; his article "Le Plan Arias est-il reellement en contradiction avec la politique de Ronald Reagan?" was published in *Haitian Perspectives*; and he also received a \$8,400 grant from the Secretary of State to administer a pilot study on Greek Youth in Montreal jointly with the Hellenic Community of Montreal...

...The following professors were recently elected to serve a two-year term on the Faculty Personnel Committee of the Faculty of Arts and Science: **J. Herz** (English), **J. Ryan** (Theological Studies), **P. Seraganian** (Psychology) and **O. Tee** (Chemistry). **L. Adler** (Mathematics) and **R. Coyte** (Political Science) were elected as alternate members...

...Stephen Sondheim watch out! Before Christmas CBC radio was running a contest looking for the best 'reworked' Christmas carol. *Home Run* producer Gino Apponi heard about the "Bingle Jells" poem that was published in *TTR's Library News* page (Dec. 3/87) and solicited it as a submission. One catch, though: the poem — sung to the tune of Jingle Bells — had to be sung on air. No problem. Poet **Elizabeth Winarz** and her fearless buddies from the Library **Linda Dmytryshyn**, **Lee Harris**, **Deborah Herman**, **Peter Randell** and **Albert Tabah** strutted their stuff on *Daybreak*, CBC's early show. The morning audience was so wowed by the performance that they voted the Bingle Jells group first prize winners. Who said life is dull in the stacks?...

...Last minute flash: Concordia has been successful in obtaining two SSHRC Canada Research fellows: **Peter Keating** (History) and **Marguerite Mendell** (Political Science). Further details will appear in next week's edition of *TTR*...

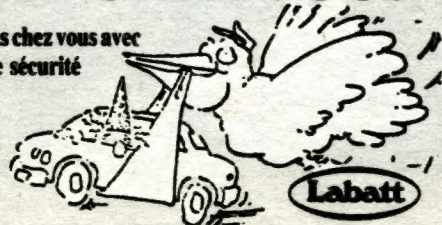
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America's largest steel producers, and the ninth largest manufacturing company in Canada.

Educated at McGill University, Ivanier sits on the board of governors of the Université de Montréal, the international board of Ben Gurion University, the Royal Victoria Hospital Corporation, and the boards of directors of numerous organizations, including the Canadian Steel Producers Association, the Weizmann Institute of Sciences and the Jewish General Hospital's

Medical Research Foundation.

He is also a member of the Executive Committee of the Allied Jewish Community Services of Montréal, and a Grand Patron of the Montréal Museum of Fine Arts. Ivanier also sits on the museum's Canadian art acquisitions committee.

Trained as an accountant, Concordia's latest governor joined Ivaco Inc. in 1957. The firm was recently ranked 47th in Canada's Financial Post 500 companies, with 1986 sales of approximately \$2 billion.



# 'Beam me in, Scotty'

Concordia joins the tele-university revolution

by Mark Medico

This month the University joins Laval, l'Université de Montréal and Télé-Université of the Université du Québec and others to beam televised educational programming to all parts of the province.

"Concordia," asserts Mark Schofield, who is Concordia's Audio-Visual Director and who is responsible for our participation in the program, "has joined the consortium at just the right moment. Last year CANAL — (Corporation for the Advancement of New Applications of Language — Québec's educational channel) achieved satellite capabilities. This means we will be able to broadcast throughout the province independent of direct tape deliveries to cable companies." In fact, the progress of broadcast technology has even made it theoretically possible to send live material to other educational channels throughout Canada.

The main purpose of CANAL, explains Schofield, is to offer credit courses to audiences in both large markets, such as Montréal and Québec

City, and to smaller communities scattered throughout the province.

Concordia will be showing general interest programs, documentaries, conferences, guest lecture series and seminars on specific topics.

In 1986-87, a Neilson's rating survey was undertaken by Télé-Université to ascertain the size of its viewing audience. The results left university officials in awe. The survey examined the 1986-87 academic year, which consisted of 35 courses and a formal student enrollment of 5,500. It revealed that 27,000 Québécois had been following the educational programs without taking them for credit purposes.

Although this marks the first time Concordia will be televising through the CANAL network, courses will not be available for credit. Potential students will have to wait at least until next fall as a number of academic problems remain to be addressed.

"The three and a half hours of programming we will be starting with," says Schofield, "is meant to arouse and gauge public interest. At the end of



Mark Schofield, Concordia's Audio-Visual Director, sees CANAL as revolutionizing the way people learn. We join the revolution this month with three and a half hours of programming per week.

each program a telephone number and address will be given so that viewers can give us their comments."

Two non-credit courses, "Starting a Small Business" and "Science and Culture in the Western Tradition," will be aired as well as a one-hour magazine program featuring music, dance, theatre, interviews and lectures recorded at Concordia.

## Variety

Students already at Concordia will also benefit from the television initiative. Concordia University Television (CUTV) will produce a weekly half hour magazine-format program. CUTV's time slot begins with *City Spheres*, an acclaimed series co-produced with PBS Channel 57, about Montréal's rich architectural and historical heritage.

A big plus for the university consortium is that the CRTC-approved license enables CANAL to solicit PBS-style advertising. Corporations can underwrite programming which will ultimately lead to more sophisticated production standards.

"CANAL also has some very special implications for professional associations who often centre their activities in a university environment," says Schofield. Concordia has already been approached by the



**Educational  
Television**

Québec Farmer's Association to deliver a series on financial management for farmers.

CANAL contributions can be viewed on CF Cable and Videotron channel 23 as well as

on UHF antenna channel 29 in the Montréal region and on the designated Educational channels on more than 100 cable companies throughout the province.

## PROGRAM SCHEDULE

CFTU Channel 29

Cable 23

**JANUARY 14 - 22**

Thurs. 14th.	22:30	CONCORDIA TODAY (CUTV) <i>City Sphere</i> Guests: Graeme Decarie and Michèle Smith
Sat. 16th.	20:00	CONCORDIA TODAY (CUTV) (See Thurs.)
Sun. 17th.	01:00	CONCORDIA TODAY (CUTV) (See Thurs.)
	07:00	CONCORDIA PRESENTS <i>Ultimatum II</i> Guests: Eldon Garnet, Nibelungenburo presents, <i>Violence and the Sacred</i> , Judith Doyle, Donna Lypchuk, Susan Parker
	12:30	STARTING A BUSINESS 1. <i>Introduction</i>
	16:00	SCIENCE AND CULTURE IN THE WESTERN TRADITION <i>The Way We Are</i> , with James Burke <i>The Greek Legacy</i> , with Benjamin Dunlap and Robert Westman
Mon. 18th.	16:00	CONCORDIA PRESENTS <i>Ultimatum II</i> Guests: John Berndt, Ken Lester, Mecca Normal, Judy Radul, and music — Brain Eater
Tues. 19th.	07:00	CONCORDIA TODAY (CUTV) <i>City Sphere</i> Guests: Johnny Hain and Freeman Clowery
	07:30	STARTING A BUSINESS 2. <i>Are You Suited?</i>
	09:30	SCIENCE AND CULTURE IN THE WESTERN TRADITION <i>In the Light of the Above</i> , with James Burke <i>Medieval Scientific and Cultural Development</i> , with Nick Olson
	23:30	CONCORDIA PRESENTS (CUTV) (See Mon.)
Wed. 20th.	12:00	STARTING A BUSINESS (See Tues.)
	14:00	SCIENCE AND CULTURE (See Tues.)

INFORMATION: 848-3440

## ATTENTION

### LASER PRINTER USERS

Recharged laser printer cartridges are now available through the bookstore.

To take advantage of this cost saving program, please keep the original box and foam packing. When the cartridge is spent, make a test page and enclose it with the repacked cartridge.

Call Jamie (ext. 3628) at the bookstore for further details.



Fourth in a continuing series

# 'Just workin' my way through school'

At the Institute for Co-operative Education, the academic and workday world are one

*In the highly competitive Canadian job market, it's not surprising that a college brochure promoting "paid on-the-job practical experience" would stir some attention from students, and at this school that attractive claim happens to be among the top priorities.*

by Ross Rogers

Ask the college principal, Gerald Trudel, what it is that makes the Institute for Co-operative Education (established in 1980) so popular with students, and he won't resist giving you some of his "salient facts." For example it's no coincidence that 58 out of last year's Dean's Honour List of 100 were members of the Institute. Last year, Concordia's valedictorian, the winners of the Governor General's and Mappin prizes were all "Co-op" students. Co-op, in this instance, means an alternative approach to traditional formats of study, alternating academic work with terms spent out in the real world, garnering paycheques with stints in either or both the private and public sectors.

The school certainly has its share of trophies. And maybe even of more interest to career-minded students is the school's philosophy. "We like to bridge the gap between what an employer wants from an employee and the University's concept of a well-educated individual," says Trudel. "More and more, employers demand top-notch Grade-A students with a good sense of the business world."

Top-notch work is what it takes from students to keep up with the Institute's demanding programs in Chemistry, Economics, Mathematics and Exercise Science, explains Trudel. And this year marks one of exciting growth with the advent of new programs in Computer Science, Building Engineering and Physics.

#### By invitation only

"Students are usually a little dismayed when we tell them about our qualifications. And this is why we accept them by invitation only," according to Trudel. To be admitted, students must have an Honours or

Specialization with a minimum B average or better. And to maintain its relatively small enrollment of 250, he adds that the school has no qualms about penalties for low-grade averages.

"In a fairly new university, we do have a format that makes the college a viable attraction for most students. So we do make it tough. If they fail a course, we ask them to resign."

If students are prepared to buckle down, however, the work-term system is geared to give them valuable on-the-job experience in up to four different "term" jobs. He cites an example of a Chemistry Co-op student with the option of working in a number of different domains. "A Chem Co-op student would get a good look at the job market," he says. For instance, during the first work term a student might do laboratory analysis work in a company such as Lynn & Johnson. The second and third work terms might bring the same student to a research-oriented job at the National Research Council in Ottawa. And the final term could have a more corporate focus with a company such as Dow Chemicals.

Whatever the job, according to Trudel, all Co-op students leave with more self-confidence

and self-reliance. "Their career expectations become more realistic," he says. And of course the college doesn't dismiss the importance of preparing them for the labour force. Before employers involved in the Co-op program interview students for potential jobs, the interviewees are well-rehearsed. Each year, a mandatory seminar is given in interviewing techniques and résumé writing. "We even videotape students so they can see their mistakes." An integral part of the interviewing process is that students get an idea about what to expect out in the "real world." The principal laughs, recalling students who have been asked politely to get a haircut. Then there was the fellow who ran from his class in jeans to change into a suit he had stored in a closet.

#### Learning what's out there

There is no doubt that students do get a good feel for what's out in the job market after four work terms. "Naturally employers expect a lot from our students," he says. Once they've landed the positions they want, they're paid decent salaries ranging from \$300-weekly upwards.

And there's an extra pay-off for employers who are involved in the program. "You have to



Gerald Trudel, Director of the Institute for Co-operative Education

remember," says Trudel, "that this a great look-see at top-notch students before they graduate. If they hire them, they're productive on day one. After all, they do have 16 months of experience."

Deepak Ekbote, the director of cost research and analysis at CP Rail, agrees. The company has been involved in the program for over eight years, and the feedback continues to be very positive. "The students we get are of the highest calibre. They're enthusiastic. They don't come to you with ideas set in their heads. They're fresh, and we like that here."

"We treat them as genuine employees of the company, and we don't give them clerical work because there's nothing else to do. We make sure they leave with experience."

#### Hiring potential

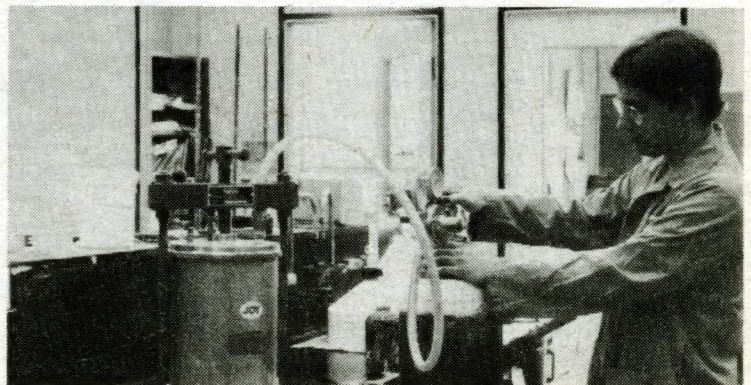
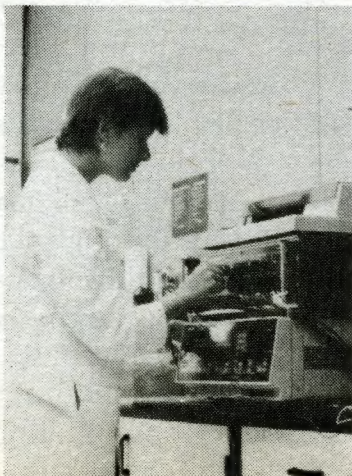
As well, says Ekbote, there is always the potential of hiring Co-op students like Farah Moghal for his permanent staff. A third work term student in Applied Mathematics, Moghal is currently working as a programmer in Cost and Business Analysis. "I came to the Institute with no idea about what I wanted to do, or what I could do with mathematics. Now I know," she says.

So far in her college career, Moghal has avoided carving out a narrow career path. Her first work term, with Environment Canada, was spent programming weather maps. "Later, I went on to Dow Chemical in Sarnia and learned the corporate trade," she says.

For Moghal and other students, the Institute is more than a job placement centre. And certainly when the college was first given its mandate, says Trudel, they were criticized for encouraging narrow careers. "We've outlived that," he says. "What our students get here is a better picture of the outside working world."

And unlike what most students might think, he says, Co-op graduates don't generally accept job offers from work term employers. "Over 90% of our students actually go on to graduate work," he says. "They don't come in here with the idea that they'll fly into jobs in one shot. The school is dedicated to better education, and our relationship with the workforce is an integral part of that."

Students who would like more information can inquire at the Institute for Co-operative Education, 7141 Sherbrooke St. West, at the West-end campus.



Scenes from the work/study combination that is the strength of co-operative learning: (left to right) Jane Pika, Susan Kelemen and Victor Krawczuk apply theoretical learning to practical situations.



## Promotions...



Charles Belanger

**Donald Ginter** (PhD — California at Berkeley) has been elevated to a full professorship. He joined the Department of History in 1970 as an Assistant Professor. His research interests focus on the social and economic history of England and the American southern states in the 18th and 19th centuries.

Dr. Ginter has been described as an imaginative scholar whose research has had a major impact and influence within the historical community. He has had several publications, among them being *Whig Organization in the General Election of 1790* and, with Concordia's Dr. Frederick Bode, *Farm Tenancy and the Census in Antebellum Georgia* (1986).

Donald Ginter is an excellent teacher. In addition, his administrative contributions include service as Undergraduate Programs Director, as a member of the University Appeals Board, Chair of the Arts and Science Faculty Committee on Registration and Course Change, and as a member of various task forces on registration system development, management and control.

## Pension Plan improvements announced

*Recommendations unanimous*

The Board of Governors, following the unanimous recommendation of the Employee Benefits Committee, has approved the following changes to the University Pension Plan effective January 1, 1988:

### 1. Improved benefits in case of death before retirement

— If a member dies within 10 years of Normal Retirement Date, the beneficiary or estate is entitled to the pension benefit that would have been paid if the member had died just after taking early retirement (five years of pension payments).

— In the case of a member who dies more than 10 years before Normal Retirement Date, the beneficiary or estate receives the benefit to which the member would have been entitled had he or she terminated employment just prior to death.

Previously, if a member died before retirement no benefit was payable from the non-contributory portion of the Plan and the beneficiaries of contributory members received only a refund of accumulated contributions, with interest.

### 2. Improved pension benefits in case of early retirement

— If a member who has completed 10 years of service retires within 10 years of Normal Retirement Date, the pension will not be reduced by the 2% per year actuarial penalty. In addition, the pension will be calculated on a higher salary base — a proportion of two

averages: the best five years and the best three years.

Previously, the pension provided under the Plan was significantly reduced due to the actuarial penalty.

### 3. Earlier vesting in case of termination

— All pension benefits will be vested after two years of membership in the Plan.

This means that someone who terminates employment after two years of membership is guaranteed a pension benefit (or the actuarial equivalent), based on years of service and salary history, as specified in the non-contributory section of the Plan. Contributing members are also entitled to a refund of their contributions with interest or additional pension benefits.

Prior to this change, the requirements for vesting of non-contributory benefits was 10 years of service.

There is currently an open enrollment process underway. You will be receiving an individualized document shortly indicating what your options are to allow you to take advantage of this upgraded plan. There will be two information meetings held later in the month, at the West-end campus on 27 January (Bryan Bldg., Rm. BR 207 between 12:30 & 13:30); and at the Downtown campus on 29 January (Henry F. Hall Bldg., Rm. H 620 between 12:30 & 13:30).

For more information, please call the Benefits Office at Local 3665.

December 18, 1987.



by Barbara Verity

Premier Robert Bourassa has promised Concordia University a special fund for capital purposes, Rector and Senate chair Patrick Kenniff told senators at the Dec. 18 meeting.

Terming the fund a very welcome development, Kenniff said Concordia's financial situation will be eased somewhat as a result. He also said that a committee of the Board of Governors will meet with the premier before Jan. 15 to press for a funding formula and system of operating grants whereby Concordia will be treated more equitably as compared to other Québec universities.

In other good financial news, Kenniff said that the Capital Campaign has reached the \$20.3 million mark and will likely be completed by spring.

Sean McEvenue, Vice-Rector Academic, reported on the Conseil des universités. The Conseil has approved Concordia's request to offer an MA in Early Childhood Studies, subject to the final approval of the Ministry of Education.

The Conseil has made 44 recommendations to the Ministry on other matters, including

the concept that a general education should be considered a desirable quality; that student advising should be stressed in universities and be considered part of faculty members' workload; and that minimum numbers of students in specialized and graduate studies should be established.

The Conseil has also regarded with concern the recent move by the Ontario government to give \$100 million in new funding to create seven inter-university/industry technical and scientific centres of entrepreneurship. The Conseil is concerned about Québec's ability to compete with these centres.

In other Senate business, major modifications to graduate programs in all four faculties were approved; the first annual report of the Senate Academic Planning and Priorities Committee was tabled; a report on the experimental summer timetable was given; and the name of the Senate Appeals Committee was changed to the Senate Appeals Committee on Academic Misconduct.

## One lost turkey later...

*Christmas basket drive helped those in need*

by Peter Côté

In the end there were a few crises. There was the case of the misplaced turkey, and there was the single mother pleading on the phone for the Christmas basket she thought she was supposed to be receiving.

The turkey was eventually found; it had never made it into the car that had made a delivery run to nine households in Verdun.

The woman on the phone was a recent refugee from Iran

and a single mother of two children living in N.D.G. She had been crossed off our list and been put on another's. In the end she received baskets from neither. By the time she called on the afternoon of the Dec. 23rd the last of the baskets were on their way and the cupboard was quite literally bare. All we could do was give her food vouchers of equivalent value to what she would have received.

These are a few of the indi-

vidual stories. The overall picture is that 126 households received baskets as a result of the Concordia Christmas basket drive. All the monies raised are not yet in so a final tally is not yet possible, but at this

point a little more than \$10,000 has come in.

More than the money, though, is the involvement and hard work of all the volunteers — far too many to name. Their stories of satisfaction and good

feeling engendered for having helped others remains and will remain in their hearts — and in the hearts of those they helped.

### ATTENTION

#### ALL SPRING 1988 CERTIFICATE, DIPLOMA, BACHELOR'S, MASTER'S, AND DOCTORAL DEGREE CANDIDATES

If you have completed the requirements for your certificate, degree, or diploma program during the Fall 1987 or Winter 1988 sessions and therefore expect to be considered as a graduation candidate next Spring, YOU must inform the Graduation Office by submitting a Spring 1988 Graduation Application no later than January 15, 1988.

**STUDENTS WHO DO NOT APPLY BY THIS DATE WILL NOT GRADUATE NEXT SPRING**

Obtain your form from the Registrar's Services Department on your campus and submit it today.

**AT LOYOLA: AD-211 / AT THE DOWNTOWN CAMPUS: N-107**



Part 3 in a series about women at Concordia

# 'Equity' to mean 'quality' in classrooms

*True sexual parity in the academic sphere is a plan rather than a goal*

*(The following is the final in a three-part series about action taken at Concordia on women's issues and women's studies. The first two articles discussed equity between women and men on the job as well as improvements in services for women at the University.)*

by Barbara Verity

**E**quity between women and men in the classrooms of Concordia is a goal set by the Office on the Status of Women. Guidelines for academic equity have been drafted by the Office, approved by the Senate Academic Programs Committee and sent to the University's four faculties for implementation. They detail ways of ensuring that there is no bias against women in curricula, in teaching methods or in the experience of women students at all levels of study.

## Non-traditional fields

The process involves analyzing present conditions, sensitiz-

ing the University, then doing something about it.

The Office on the Status of Women also aims to encourage women to go into non-traditional fields of study such as engineering or geology. As well, it encourages women to continue in graduate studies and to do research about women.

Action on women's issues is filtering down to a grassroots level at the University, too. Graduate Studies and three of the four faculties now have special committees looking at the special needs of women, analyzing women's issues and working to correct imbalances.

The Office on the Status of Women has set as one of its goals assistance to the institute to develop Women's Studies courses throughout the University (see *TTR*, October 29, 1987).

Throughout Concordia, various groups are also working to improve the conditions of women. The Concordia University Part-time Faculty Association (CUPFA) is reviewing the status of part-time teachers, at least half of whom are women. Another University organization, the Concordia University Students Association (CUSA), is particularly concerned with the status of

women at the University.

Furthermore, according to Elizabeth Morey (who is Advisor to the Rector on the Status of Women), various groups are appearing which proves that a need exists.

Among these groups are the Women's Studies Student Association, which organizes such activities as film nights, speakers, workshops, weekend retreats and conferences. The Concordia Women's Collective involves women students in consciousness-raising activities, lobbying and cultural events.

## Curriculum change

Fineline, a feminist group in the Sociology/Anthropology Department, is focusing this year on curriculum change. In the past, representatives have attended departmental and curriculum meetings, held a weekly discussion group for women, put together an information package for all faculty, organized a Lacolle weekend

and networked with other University groups.

The Coalition for the Integration of Lesbian Studies at Concordia lobbies for a non-heterosexist education and the integration of lesbian studies into departmental curricula.

The Anti-Sexist Consciousness-raising Group for Men aims to provide an environment for men to discuss issues concerning sexism and feminism. The SIP Support Group for Women in Feminist Studies is a graduate discussion group which exchanges ideas and information on feminist scholarship.

Elizabeth Morey says that these groups tend to reinforce each other. Often links are formed between them and a lot of informal communication goes on.

"I think there's a new sort of spirit at the University. We can all work together for change," she says.

## her job is...

*New coordinator Perry charged with making equity a reality*

**K**athleen Perry, Concordia's new Employment Equity Coordinator, knows that her job won't be easy. Her mandate is to assess employment patterns at Concordia which may work against women and to make concrete proposals towards achieving job equity in all sectors of the University.

This involves an in depth diagnostic study of the University, Perry says, to see where women may be over or under-

represented. "We want to get a sense of the numbers of qualified female applicants for faculty positions in various departments and administrative positions," Perry says, with an accent on the "qualified."

Coming from the conservative University of Western Ontario, Perry began her career at Concordia in 1978 in the Slide Library of the Faculty of Fine Arts. After becoming head of the slide library, she entered the MA program in Fine Arts, part-time, focusing on Jori Smith, a local, female painter who was active in the earlier part of the century.

Perry's interest in women's issues in University life developed gradually, she says. As a member of the CUFA (faculty association) negotiating team, which bargained for more than a year, Perry was involved in removing sexist language from the agreement, important for both male and female members of the team. The negotiation process gave her "a broader knowledge of many aspects of Concordia" and, coupled with her job as the Association's Treasurer from 1984 to 1986, "it demystified financial mat-



Kathleen Perry

ters" Perry says.

Further, her work on the Permanent Review Committee on the Status of Women in Fine Arts sensitized her further to specific problems, such as women finding female role models in their studies and where women graduates go with their degrees. Perry stresses her mandate covers all sectors of employment at Concordia but does not include the student body. "That," she states, "is about three or four years down the road."

## When the boys get together

by John Sobol

**F**eminism is a critical tool in the struggle against sexual oppression. And as such its methods and principles are in theory useful — necessary even — to any man or woman whose interest is in understanding and eliminating sexual discrimination. However in reality few men are sympathetic to feminism; and fewer still have adopted it as a central element of their world view. But there is a small group of men at Concordia who have done just that. They meet informally on Fridays at 1:30 in the Sociology seminar room under the banner: Anti-Sexist Consciousness Raising Group for Men (ASCRGM).

The group is in its second year of existence, having been given impetus last fall by Nick Boulteris, now in his third year of a Sociology/Women's Studies double major. "If we are to work towards a freer and better world," explains Boulteris, "then we must use feminist theory. We can blend it with other radical ideas, but if we don't take

feminism into account, then we fail to confront our own sexism, and to change it."

Among the projects ASCRGM hopes to accomplish this year are a series of film nights and participation in a still-hypothetical Sensitization Day. "The goal of that day," explains Boulteris, "would be to make people realize that there is racism, there is sexism, there is homophobia, and they do exist right here in this supposedly liberal university environment."

## Support network

Many of ASCRGM's interests, such as the proposed Sensitization Day, involve contact with other organizations, especially women's groups. ASCRGM is particularly in need of that support network, as their official budget is zero and they are not recognized by the Concordia University Students Association (CUSA).

Need support? For more information on ASCRGM phone Nick Boulteris at 848-7491, or Peter Tyler at 848-7414.

## Concordia's Centre for Management Studies

is holding a  
two-day seminar  
Feb 11th & 12th on  
EMPLOYMENT EQUITY

It will focus on designing human resource policies and procedures that protect the employer. Its objective is to show how to meet the demands of legislation while increasing workforce productivity.

Info: 848-3960



# Everyone's actions make a difference

*The interdependence of engineering, environment and society is examined*

By Ron Ross

**P**resent and forthcoming technological and scientific developments may have lasting environmental and social effects; that much seems to have been accepted by most people in modern society. But powers are slow to change, and as we near the end of the 20th century, the problem of how to foresee and control these effects is a central and abiding concern. In today's complex, interdependent world, the way toward solutions rests, in large part, on education.

The need for education in this regard was the keynote of Bernice Goldsmith's presentation during the hearings of the United Nations-sponsored World Commission on Environment and Development in Ottawa last Spring:

"Education and communication are vitally important in order to impress each individual of his or her responsibility regarding the healthy future of the Earth. The best way for students to recognize that their actions make a difference is to have projects organized by the school or community on which the students can work. Once convinced that they can help, people tend to change both their attitude and their behaviour. New attitudes towards the environment will be reflected in decisions at home and in corporate boardrooms around the world."

"I knew I had little time," says Goldsmith. "I had to zoom in on what was relevant and make my point." So well was her point made, and taken, that her words are quoted in the Commission's published report: *Our Common Future*, also called "The Brundtland Report" after its chief author and chair of the Commission. The Commission's report was submitted to the UN General Assembly on October 19th. Asked about the chances for the General Assembly's adoption of the proposed resolutions, Goldsmith pointed out that the report has received, on the whole, a favorable reception.

Canada, the country actually to introduce the Report to the United Nations Assembly, is pushing hard for its recognition.

Stephen Lewis, Canadian ambassador to the UN, has said that the report should be "the centrepiece of the United Nations this fall." After the Commission's visit to Canada,



Bernice Goldsmith: "I had to zoom in on what was relevant and make my point."

a Federal Task Force was set up to look into Canada's role on the issues of sustainable economic development. A motion is underway to make 1990 Canada's Year of the Environment. Goldsmith also informs us of an unofficial proposal to make Canada host to an international conference in 1992 commemorating the 20th anniversary of the 1972 Stockholm Conference, which has first brought environmental issues to world attention.

#### Home base

Goldsmith herself has contributed during all her professional life to the question of social responsibility in the technological sphere. She has taught in Concordia's Social Aspects of Engineering Program for 13 years and has been the program's co-ordinator for the past three. A co-founder of S.T.O.P., a citizens' environmental group in the early 70s, Goldsmith has now become a very active consultant in the field.

She often takes action on her own as well. She wrote to Prime Minister Brian Mulroney prior to the Vancouver Commonwealth Conference, urging him to take advantage of Canada's leading role and international credibility in order to further the process toward global application of *sustainable development*.

The concept is pivotal, explained Goldsmith. "We must get away from thinking of the problem as a choice between either economic and technological development

with environmental devastation, or conservation in terms of economic regression." In fact, the Commission arrived at the conclusion that the world's greatest environmental problem is poverty, usually precipitated by severe degradation and impoverishment of the

environment. Goldsmith cited the blight of the sub-Saharan (the "Sahel") region as a glaring example.

In the fall of 1986 the Canadian Accreditation Board for the Canadian Order of Professional Engineers enacted a bylaw, requiring the inclusion in all engineering curricula of a "course dealing with the effects of technology on society," effectively seeking to expand engineering education to better deal with the realities of today's society. At Concordia the first such course began in 1968 in the Electrical Engineering department and was quickly adopted and included for all engineering programs. The Social Aspects of Engineering program now offers seven third-year undergraduate courses and one graduate course each term, and has six lecturers whose range of technical and theoretical experience is considerable.

The reception accorded the program by engineering students, according to the program coordinator, was and is "very good."

Since taking over coordina-

tion of the program, Goldsmith has met with good will and interest and testifies to the very active support of our Engineering Dean, M.N.S. Swamy.

Goldsmith is still hard at work, continuing to develop her courses on Sustainable Resource Development Policy and Environmental and Social Impact Assessment. With respect to the latter, she along with a number of other professionals in Montréal and Québec City who are members of a newly-formed group, the Forum for Environmental Planning, will be bringing the Annual meeting and Workshop of the International Association for Impact Assessment (IAIA) to Montréal in 1989, and Goldsmith will be chairing the conference.

Goldsmith is hoping to bring 400 people to the 1989 IAIA Meeting and Workshop, and is encouraging anyone involved in Impact Assessment to contact her at 848-3071. The committees are starting to work on organizing the Conference and they want all interested Québécois to be represented.

## NOTICES

*continued from The Backpage*

**RECORD LENDING LIBRARY:** Classical, light classical, jazz and musical theatre. **PRACTICE ROOM WITH PIANO AVAILABLE.** Come to AD-121, West-end campus, Monday — Friday, 11 a.m. — 3 p.m. Show your I.D. card and you can take 3 records/tapes out for a period of 14 days. There is also a practice room with piano available.

This service is free and sponsored by the Dean of Students Office. For more information, call 848-3510 (11 a.m. — 3 p.m.).

**GUIDANCE INFORMATION CENTRE: THINKING ABOUT GRADUATE SCHOOL?** Important decisions regarding graduate education require careful planning. Why not visit the Guidance Information Centre and explore the resources available to assist you? The Centre has a wide range of subject directories to graduate programmes as well as a comprehensive university calendar collection for

Canada and the United States. Information on graduate and professional school admission tests and private sources of financial aid can be obtained also. Don't lose an opportunity to attend the school of your choice simply because you missed the application deadlines for programmes, admission tests and financial aid. Make time to visit us soon. Guidance Information Centre, Downtown campus, H-440 and West-end campus, 2490 West Broadway.

**ATTENTION: ALL SPRING 1988 CERTIFICATE, DIPLOMA, BACHELOR'S, MASTER'S, AND DOCTORAL DEGREE CANDIDATES** - If you are completing the requirements for your certificate, degree, or diploma program during the Fall 1987 or Winter 1988 sessions and therefore expect to be considered as a graduation candidate next Spring, **YOU must inform the Graduation Office by submitting a Spring 1988 Graduation Application no later than January 15, 1988. STUDENTS**

**WHO DO NOT APPLY BY THIS DATE WILL NOT GRADUATE NEXT SPRING.** Obtain your form from the Registrar's Services Department on your campus and submit it today. West-end campus, AD-211; Downtown campus, N-107).

**PHOTOGRAPHY CLASSES:** Registration is open for classes beginning January 19 at the Art Workshop. For more information, call 848-3511.

**CHINESE PAINTING CLASSES** are being given at the Art Workshop. For more information, call 848-3511.

**OMBUDS OFFICE:** The ombudspersons are available to all members of the University for information, advice and assistance with University-related problems. Call 848-4964 or drop into 2100 Mackay on the Downtown campus; room 326, Central Bldg. on the West-end campus. Services of the Ombuds Office are confidential.



## THE BACK PAGE

Maryse Perraud, 848-4880

### EVENTS

#### Thursday 14

**THURSDAY AT LONERGAN:** Guest speaker Fillipo Salvatore, Modern Languages & Linguistics, Concordia University, on *FUTURISM AND FASCISM IN ITALY*, 4 — 5:30 p.m., Lonergan College, 7302 Sherbrooke St. West. For more information, call 848-2280. FREE.

**PERMANENT REVIEW COMMITTEE ON THE STATUS OF WOMEN:** Open meeting at 12 noon in VA-245, 1395 Dorchester W. The purpose of this meeting is to introduce the committee and to encourage students to raise issues which are important to them. All Fine Arts students are invited to attend. For more information, call 4649.

**ART HISTORY LECTURE SERIES CELEBRATING THE OPENING OF THE NATIONAL GALLERY OF CANADA (OTTAWA):** Catherine Johnston, Curator, European Art, at 6:30 p.m. in H-110, Hall Bldg. Downtown campus. For more information, call 848-4700.

**CONCORDIA ART GALLERY:** *Visual Variations: African Sculpture from the Justin and Elizabeth Lang Collection and Montreal Women Artists of the 1950's*, until February 13. Mezzanine, Hall Bldg. Downtown campus.

#### Friday 15

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *The Front* (Martin Ritt, 1976) (English) with Woody Allen, Zero Mostel, Andrea Marcovicci and Michael Murphy at 7 p.m.; *El Norte* (Gregory Nava, 1983) (English subt.) with Zaide Silvia Gutierrez, David Villalpando, Lupe Ontiveros and Eraclio Zepeda at 9 p.m. in H-110, Hall Bldg. \$2 each. Downtown campus.

**DOCTORAL THESIS DEFENCE:** John Allen Lavigne on *KINETIC STUDY OF THE SPECIATION OF NICKEL (II) BOUND TO A FULVIC ACID* at 9 a.m. in room H-769, Hall Bldg. Downtown campus.

**CONCORDIA SOCIAL SINGLES:** Get together at 5:30 p.m. at the Loyola Faculty Club. Upcoming plans being considered include: crosscountry skiing (January); Theatre Evening — Sweet Charity (January); Pot Luck Birthday Supper (February). Dates to be decided, other suggestions welcome. All staff and faculty welcome.

#### Saturday 16

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *Sans Anesthésie (Bez Znieczulenia)* (Andrzej Wajda, 1978) (French subt.) with Zbigniew Zapasiewicz, Ewa Dalkowska, Andrzej Seweryn and Krystyna Janda at 7 p.m.; *The Killing Fields* (Roland Joffé, 1984) (English) with Sam Waterston, Haing S. Ngor, John Malkovich and Julian Sands at 9:15 p.m. in H-110, Hall Bldg. \$2 each. Downtown campus.

#### Sunday 17

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *Jacob, The Liar (Jacob, der Lugner)* (Frank Beyer, 1975) (English subt.) with Vlastimil Brodsky, Erwin Geschonnek and Manuela Simon at 7 p.m.; *Norma Rae* (Martin Ritt, 1979) (English) with Sally Field, Beau Bridges, Ron Liebman, Pat Hingle and Barbara Baxley at 9 p.m. in H-110, Hall Bldg. \$2 each. Downtown campus.

**CAMPUS MINISTRY:** EUCHARIST at 11 a.m. and 8 p.m., in the Loyola Chapel, West-end campus. QUAKERS Worship Service at 11 a.m., at Belmore House, 3500 Belmore (behind the Campus Centre).

#### Monday 18

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *La Peau douce (The Soft Skin)* (François Truffaut, 1964) (English subt.) with Jean Desailly, Françoise Dorléac, Nelly Beneditti, Daniel Cecaldi and Jean Lanier at 8:30 p.m. in H-110, Hall Bldg. \$2. Downtown campus.

**COMMUNICATION STUDIES DEPARTMENT:** Dr. Bernard Scheile, UQAM, on *POLICY AND SOCIOCULTURAL PROBLEMS IN COMMUNICATION*, 4:15 — 5:45 p.m. in BR-209, Bryan Bldg. West-end campus.

#### Tuesday 19

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *Tokyo Story* (Tokyo Monogatari) (Yasujiro Ozu, 1953) (English subt.) with Chishu Ryu, Chieko Higashiyama, Setsuko Hara, So Yamamura and Kuniko Miyake at 8:30 p.m. in H-110, Hall Bldg. \$2. Downtown campus.

**DOCTORAL THESIS DEFENCE:** Paul Vezina on *AN INVESTIGATION OF THE DEVELOPMENT AND EXPRESSION OF SENSITIZATION TO THE LOCOMO-*

*TOR ACTIVATING EFFECTS OF AMPHETAMINE AND MORPHINE* at 10 a.m. in room H-773, Hall Bldg. Downtown campus.

#### Wednesday 20

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *Olympiad, Fest der Volker (I)* (Leni Riefenstahl, 1936) (English) at 8:30 p.m. in H-110, Hall Bldg. \$2. Downtown campus.

**LOYOLA FILM SERIES:** *Sabotage* (Alfred Hitchcock, 1937) with Sylvia Sydney and Oscar Homolka at 7 p.m.; *The Big Sleep* (Howard Hawks, 1946) with Humphrey Bogart and Lauren Bacall at 8:30 p.m. in the F. C. Smith Auditorium, 7141 Sherbrooke St. W. West-end campus. FREE.

**BOARD OF GOVERNORS:** The open meeting will be held immediately after the closed meeting starting at 8 p.m. in H-769, Hall Bldg. Downtown campus.

#### Thursday 21

**THURSDAY AT LONERGAN:** Guest speaker Mary Boyd, Director of the Social Justice Committee of the Diocese of Charlottetown on: *EDUCATION FOR A CRITICAL CONSCIOUSNESS IN CANADA*, 4 — 5:30 p.m., Lonergan College, 7302 Sherbrooke St. West. For more information, call 848-2280. FREE.

**ART HISTORY LECTURE SERIES CELEBRATING THE OPENING OF THE NATIONAL GALLERY OF CANADA (OTTAWA):** Jim Borcoman, Curator, Photographs Collection, at 6:30 p.m. in H-110, Hall Bldg. Downtown campus. For more information, call 848-4700.

#### Friday 22

**COMMERCE AND ADMINISTRATION FACULTY COUNCIL:** Meeting at 9:30 a.m. in GM-503-48, 1550 de Maisonneuve Blvd. W. Downtown campus.

#### Saturday 23

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *La Bataille d'Alger (The Battle of Algiers)* (Gillo Pontecorvo, 1966) (French and Arabic with English subt.) with Jean Martin, Yacef Saadi, Brahim Haggig and Tommaso Neri at 8:30 p.m. in H-110, Hall Bldg. \$2. Downtown campus.

#### Sunday 24

**CONSERVATORY OF CINEMATOGRAPHIC ART:** *General Idi Amin Dada* (Barbet Schroeder, 1974) (French) at 7 p.m.; *The Times of Harvey Milk* (Robert Epstein, 1984)

(English) with Harvey Fierstein at 9 p.m. in H-110, Hall Bldg. \$2 each. Downtown campus.

**CAMPUS MINISTRY:** EUCHARIST at 11 a.m. and 8 p.m., in the Loyola Chapel, West-end campus.

### NOTICES

**CUNASA IS LOOKING FOR A REPRESENTATIVE TO JOIN ITS NEGOTIATING COMMITTEE.** If you are interested in improving the working conditions of fellow employees by developing new policies and changing out of date ones, please contact W. Raso (2605) by January 28, 1988.

**SERVICES FOR DISABLED STUDENTS** are offering a series of **ASL Sign Language Workshops** on Tuesday evenings from January 19 to March 29, 1988 (10 sessions). Introductory Level, 6:15 — 8 p.m.; Level I, 8:15 — 10 p.m. Cost: \$50 for Concordia students, faculty & staff; \$60 for non-Concordia. For more information, call 848-3524 or 848-3536.

**CAMPUS MINISTRY — WEEKEND RETREAT, JAN. 22-24 AT TRAPPIST MONASTERY IN OKA.** Reflections on the humanity of Jesus lead by Fr. Joe Cassidy, S.J. Cost \$25.00. For more information, call Campus Ministry at 848-3588 or 848-3587.

**FITNESS FOR FACULTY AND STAFF** is now in progress every Tuesday and Thursday at 5:15 p.m. in Birks Hall, Norris Building — suited for beginners of every kind — for more information, call the Recreational Athletics Office at 848-3860. **A WOMEN'S SELF-DEFENSE CLASS** begins on Saturday, January 23, 10 a.m. — 12 noon, at Victoria School gymnasium. Cost \$10.00 per ten week sessions. For more information, call the Athletics Department at 848-3860.

**LACOLLE CENTRE FOR EDUCATIONAL INNOVATION:** Series of Workshops with Kathryn McMorow - **CREATIVE CONFLICT RESOLUTION**, on Saturday, February 6, 9:30 a.m. — 4 p.m., in H-762, Hall Bldg. **STRESS AND OVEREATING:** on Saturday, March 12, 9:30 a.m. — 4 p.m., in H-762, Hall Bldg.

**THE SUPERWOMAN SYNDROME:** on Saturday, March 26, 9:30 a.m. — 4 p.m., in H-762, Hall Bldg. Cost: \$45 per workshop. For more information, call 848-4955.

**STUDENT EXCHANGE PROGRAM:** Applications for Concordia University's 1988-89 Student Exchange Program to France, Kassel in Germany, Switzerland, United Kingdom and the United States are available at the Dean of Students Offices, Annex M-102 (Downtown campus) or AD-121 (West-end campus). Telephone: 848-3515. Deadline for U.K. January 29, 1988. All others — February 12, 1988.

**LEGAL PROBLEMS?** We can help!! The Legal Information Service can help with information, counselling, and representation, if needed. We are located in Room CC-326, and our telephone number is 848-4960. Office hours are Monday through Friday, 9 a.m. to 5 p.m. This service is free and confidential.

*continued on page 7*

### UNCLASSIFIED

**WORDPROCESSING:** Term papers, theses, résumés. Computer on-line searching, bibliographic and information retrieval. Experienced. Near Loyola. Evenings and weekends 484-2014.

**OPEN HOUSE:** Sunday, January 17, 11 a.m. — 6 p.m. Free classes in karate, kendo, aikido, iaido, origami, taichi, yoga, and fitness for men, women and children. Shidokan International, 5345 de Maisonneuve Blvd West. Metro Vendôme. 486-1818.

**WORD PROCESSING (Lougheed):** Professional, courteous service for students, business. Laser printer. Student rates. Downtown. 934-1455.

**DO YOU WANT TO LEARN CHINESE?** Call June Wang at 695-6963.